

Personnel

Mission Statement

The Personnel Department partners with departments and employees to hire, compensate, support, and develop a diverse workforce that is dedicated to delivering high-quality services to the community.

Key Services

Employment services, employee development, labor relations, benefits & wellness, employee safety, classification & compensation, and HR policy and records maintenance

Qualified Applicant Pool (Minority)

Target: 28%

YTD Average: 47.5%

Goal:

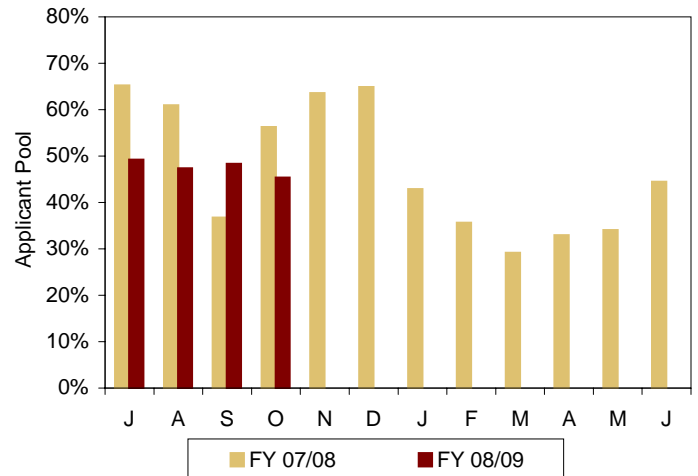
Establish a qualified and diverse applicant pool

Target:

The citywide eligible applicant pool should reflect parity or greater to Maricopa County Labor Market Availability (LMA) for minorities which is currently 28.0%

Significance:

A qualified and diverse employee base, reflective of the community, ensures high quality services to our customers/residents.



Qualified Applicant Pool (Female)

Target: 44%

YTD Average: 33.8%

Goal:

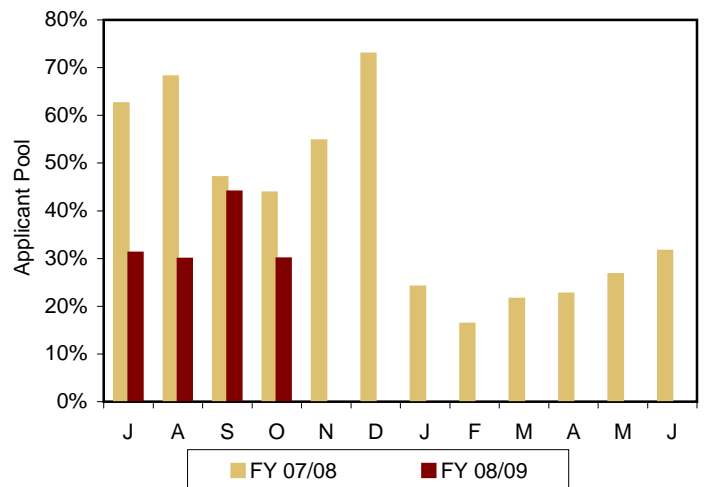
Establish a qualified and diverse applicant pool

Target:

The citywide eligible applicant pool should reflect parity or greater to Maricopa County Labor Market Availability (LMA) for females which is currently 44.4%

Significance:

A qualified and diverse employee base, reflective of the community, ensures high quality services to our customers/residents.



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Innovation & Improvement

Target: 97

YTD Received: 55

Goal:

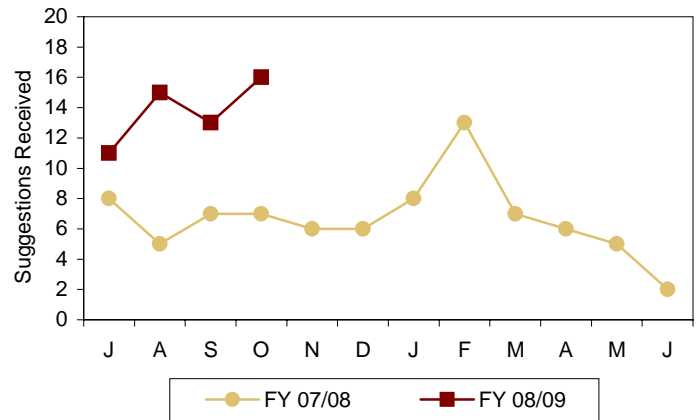
Increase the number of employee suggestions received

Target:

97 or more employee suggestions received

Significance:

Increasing the number of employee suggestions provides employees with an opportunity and an incentive to improve efficiency of city operations and services.



Employee Safety

Target: 10.9%

YTD Average: 11.6%

Goal:

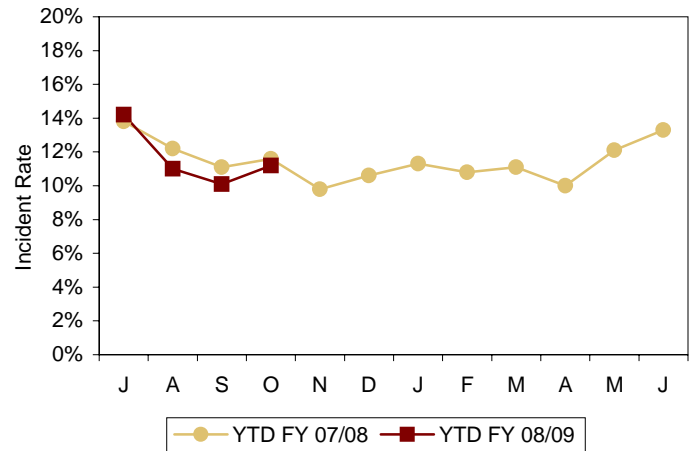
Administer and promote employee safety by reducing the Workers' Compensation Incident Rate

Target:

10.9% or less Workers' Compensation Incident Rate

Significance:

The Safety Section's efforts are aimed at accident and injury prevention. The target for FY 08/09 is to have a Workers' Compensation Incident Rate year-end average of 5% less than the FY 07/08 rate.



Performance Management

Target: 90%

YTD Average: 90%

Goal:

Ensure employee performance evaluations are completed on time

Target:

90% submitted on time

Significance:

Employees are evaluated annually, in a timely manner, so they receive feedback on performance and receive new/revised duties/goals. The 90% target allows for uncontrollable impediments to timely completion. *Monthly statistics represent a lag time for processing.

